

INSIDE

Joint venture

Management studies and engineering want to set up a centre to train entrepreneurs.

PAGE 3

Coming home

Scarborough College students tell of work in the Third World.

PAGE 5

Fairley visitor

Robert Fulford comes to UC from *Saturday Night* to discuss Canadian culture.

PAGE 6

Speech program

A three-week intensive assault on stuttering produces dramatic results.

PAGE 7

Special Council meetings planned to consider governance

St. Clair Balfour, chairman of Governing Council, has called two special meetings of Council to consider the issue of University governance.

On Monday, Sept. 14 campus organizations and concerned members of the University community will have an opportunity to express their views on the matter. Those who wish to make a presentation are asked to inform Jack Dimond, secretary of Governing Council, no later than Sept. 4.

Following the Sept. 14 meeting the Executive Committee of Council will meet to assess the opinions expressed and determine the degree of support for change or reform. Depending on the outcome, the committee will draft proposals and distribute them to the University community beginning Oct. 2.

Written responses to the proposals would be submitted to the Council secretary by Oct. 30. The Executive

Committee would consider them and bring recommendations to a special Council meeting Nov. 12.

Both the September and November meetings are in addition to the regular schedule, which begins Oct. 22.

Meanwhile, an ad hoc committee of University administrators has distributed questionnaire to principals, deans, directors and chairs (PDD&C) — about 150 people in all — to solicit their views on governance.

The one-page survey asks respondents to indicate a preference for the reform of the unicameral system, the development of a bicameral system or another option. They have also been asked to comment on or to qualify their responses and to identify the most important issues of governance facing the University.

The replies will be evaluated and communicated, if appropriate, to the Sept. 14 meeting of Council. A special meeting

of PDD&C may be held before that to consider the results of the survey and the committee's conclusions.

The 13-member ad hoc committee is chaired by Professor Michael Charles, vice-dean of the Faculty of Applied Science & Engineering. Charles said the members of the group believe the voices of academic and other administrators should be heard on the issue of governance.

The ad hoc group was formed from two earlier committees established by PDD&C last June at the provost's request. One of the committees, chaired by Charles, considered the establishment of a new bicameral system. The other, chaired by Professor Fergus Craik of the Department of Psychology, currently on leave, considered the implications of modifying the unicameral system. The two committees reported back to PDD&C in June.



Kenney-Wallace named head of Science Council

Professor Geraldine Kenney-Wallace of the Departments of Chemistry and Physics has been appointed chairperson of the Science Council of Canada for a five-year term, Prime Minister Brian Mulroney announced Aug. 21. She succeeds Stuart Smith, who leaves the council chair at the end of this month.

"It is clear that one of the things we have to do at the council is to continue to emphasize science and technology and research and development as key ingredients for international competitiveness," Kenney-Wallace said in a telephone interview from Ottawa.

Continuing efforts must be made to obtain the funds necessary for first-rate university research and to build the private sector's research and development capability, she said. The transfer of scientific and technical knowledge from the university to industry cannot take place effectively and efficiently unless industry is able to receive it.

"We have to stop bailing out old areas that can't be competitive, improve those that can be competitive and explore new areas," she added. "There are so many important choices to be made in Canada in order to position ourselves for a future where knowledge and people are our most important natural resources."

See ADVISORY : Page 2

See SCIENCE : Page 2

Steps taken to make funding election issue

by George Cook

While the timing of the Sept. 10 Ontario election has diminished full participation by faculty, staff and students, efforts have been made to raise a variety of issues, including the need for increased provincial operating and capital support.

Dona Harvey, assistant vice-president (public affairs), says though timing of the election is unfortunate from the staff and students' point of view, "we

hope all members of the University community will seize this opportunity to put forward their concerns and hopes for the future of post-secondary education in this province."

The Students' Administrative Council, in cooperation with the administration, the faculty and staff associations, the Graduate Students' Union and the

See ELECTION : Page 2

Woodstalking

Artist Marianna Gilbert leads her students through the woods on Erindale campus to hunt for objects to use in their sculpture class. The children are enrolled in a

seven-week visual arts program at Erindale for three- to 13-year-olds which explores various arts including painting, origami, puppetry and basketry and weaving.



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Centre of entrepreneurship proposed by engineering and management studies

U of T faces intense competition from other universities for provincial funding for centres of entrepreneurship, says Michael Charles, vice-dean of engineering.

A joint proposal by the Faculties of Management Studies and Applied Science & Engineering for a centre of entrepreneurship at U of T is among 24 proposals submitted to the Ministry of Colleges & Universities.

The proposals have been made in response to the provincial government's announcement in May of a program for a maximum of six centres of entrepreneurship to be established at Ontario's universities and community colleges. Under the auspices of the premier's council, the program offers up to \$150,000 annually for four years for each centre. The government is expected to announce its decision on the centres in early October.

What makes the U of T proposal particularly strong is its joint sponsorship by engineering and management studies, Charles believes. Most university proposals for centres have been submitted primarily by their business schools.

Charles says the U of T centre's goal would be the marrying of technological and business education so that budding entrepreneurs would be involved in the development of technology. He says the two faculties have been considering some such synergistic collaboration for some time before the announcement of the government program.

The U of T proposal lists some 14 academic staff already involved in programs related to entrepreneurship. The centre's role would be to better integrate the entrepreneurial strengths of the two faculties.

One of the centre's primary activities would be an annual test to identify about 50 students with outstanding entrepreneurial potential. Those students would be offered programs and courses related to entrepreneurship. Ultimately, the centre would hope to see the establishment of a joint MBA/MEng with an entrepreneurial focus.

Summer placements and internships would give selected students work experience in the businesses of established entrepreneurs.

According to the government's stipulations, \$50,000 of each centre's annual budget of \$200,000 must come from the private sector, either in cash or in kind. A willingness to participate formally in the U of T centre through financial contributions or the donation of expertise and time has been expressed

by several firms — Cineplex Odeon; Clarkson Gordon; Control Data Canada; Rogers, Bereskin & Parr; and Shibley, Righton & McCutcheon. Some eight other firms and companies are expected to be affiliated officially with the centre and many others are willing to offer seminars and guest lectures. Cash contributions would be recognized as donations to the University's major private funding campaign.

Representatives of the University would sit on the centre's board of directors but the majority of directors would come from the business community and government. The chair of the board would report to Governing Council through the president.

The centre would be closely linked to the University's Innovations Foundation. Development of ventures identified by the foundation as worthy of commercialization would be assisted by the centre. Many ideas providing the basis for new ventures are expected to flow from the five new centres of excellence in which the University is involved and from other research activities such as programs funded under the province's University Research Incentive Fund.

By way of community outreach, the centre would offer continuing education courses on topics related to entrepreneurship and would provide workshops, consulting and referral services to potential entrepreneurs outside the University. The centre would also collaborate with the engineering faculty's high school liaison program to provide experts to speak to high school students and their teachers about the importance of entrepreneurship to the financial health of our society.

Approximately \$130,000 of the budget would pay for an executive director, assistant and secretarial staff of the centre, which would be located on or near the St. George campus. The remaining money would pay for a wide range of items including guest lectures, outreach programs, course materials and overhead.



Lending a hand

Suzanna Mayer, who is entering her first year at Scarborough College this fall, gets some help with registration from Jim Sterling, founding member of the Friends of Scarborough. Sterling, a U of T alumnus and retired superintendent of schools with the Durham Board of Education, formed the group in the spring to provide volunteer support to students, faculty and staff at Scarborough.

False claim leads to resignation

An assistant professor in the Department of Mechanical Engineering resigned in June when it was learned that he had falsely claimed to have a PhD from a South African university.

Derry Absolom had worked at the University for seven years, first as a research associate, then as an adjunct professor. Last year he was awarded a university research fellowship by the Natural Sciences & Engineering Research Council and was made an assistant professor.

According to Jim Keffer, vice-provost (professional faculties), Absolom was enrolled in a PhD program at a South African university but left without obtaining the degree. He then attended the State University of New York in Buffalo, where a mistake was made in his transcript showing he had received a PhD in South Africa.

When Absolom applied for a job at

U of T, his SUNY transcript was checked, but not the one from South Africa, Keffer said. In his applications to the University and NSERC, Absolom did not point out the error in his record of study.

The mechanical engineering department undertook a careful examination of Absolom's record when it learned of a possible problem.

Absolom was engaged in collaborative work with researchers at the Hospital for Sick Children and in other University departments. Keffer attested to the quality of his research and expressed regret that he had concealed his lack of a PhD from the University and NSERC.

However, Keffer said the issue was not one of competence in research, but of trust. "A fraudulent claim was made and that does not allow for any leniency."

Agreement opens door to speedier hiring

A memorandum of understanding between the University and the Canada Employment & Immigration Commission (CEIC), signed earlier this summer, could speed up the hiring process for academic staff in some departments by allowing concurrent searches for Canadians and non-Canadians.

Beata Fitzpatrick, executive assistant to the vice-provost (arts and science), said the memorandum formally establishes the CEIC's responsibility to consider University requests for departmental exemptions from the two-tiered hiring method. According to the two-tiered method, a department is required to advertise for and interview Canadians and permanent residents of Canada before inviting non-Canadians to apply for the position.

A formal statement of the CEIC's willingness to consider exemptions is a step forward, Fitzpatrick said, but the University would like to see the eventual elimination of all restrictions on hiring non-Canadians. The CEIC has never rejected a University decision to hire a non-Canadian, but the procedure for doing so is administratively cumbersome and time-consuming.

Fitzpatrick and David Cook, vice-provost (staff functions), currently on leave, worked with CEIC officials to draft the agreement.

Of 31 appointments in the Faculty of Arts & Science, Scarborough College and the School of Graduate Studies last year, seven were of non-Canadians. Of 23 appointments in the Faculty of Applied Science & Engineering, five were of non-Canadians.

George Davidson, an industrial consultant with the CEIC, said U of T is the first Ontario university to sign a memorandum of agreement with the commission. He said the CEIC will enter into similar agreements with most of the other Ontario universities within the year. The CEIC signs memoranda on hiring with all organizations in the private and public sectors that regularly employ significant numbers of non-Canadians.

Competition

With a two-tiered approach it can take up to two years to fill a position, one each to solicit and interview Canadian and non-Canadian candidates. In departments where hiring can be planned well in advance, a two-year delay is tolerable. But in such departments as computer science and economics, which must contend with intense competition from industry and US universities for the best people, the delay may mean the loss of good candidates and the necessity of making con-

tractually limited appointments, Fitzpatrick said.

Where the CEIC grants an exemption and a one-tiered search is permitted, the University can advertise for and interview Canadians and non-Canadians concurrently, thus reducing the delay in hiring by a year. To receive an exemption, the University must show there is a need for more rapid recruitment in a particular field. At present, only the Faculty of Management Studies is able to carry out concurrent recruitment of Canadians and non-Canadians.

Fitzpatrick said that even where a one-tiered search is allowed, the University must justify its decision to hire a non-Canadian over a Canadian to the CEIC. However, in the past the commission has not questioned hiring decisions based on the evaluation of academic qualifications, she said.

Rather, it is concerned to ensure that the search for a Canadian was properly conducted. Specified advertisements must be published in the appropriate Canadian journals and publications and communicated to cognate departments in other Canadian universities.

Along with the memorandum of agreement, the provost's office has reissued hiring regulations to principals,

See HIRING : Page 4

UNIVERSITY OF TORONTO Bulletin, Monday, August 24, 1987 3

Changes at Bulletin

Norma Vale, editor of the *Bulletin* for the past eight years, will leave the position Aug. 28 to pursue new opportunities in journalism and communications.

Dona Harvey, assistant vice-president (public affairs), announced Vale's departure in a recent memo to principals, deans, directors and department heads.

In the memo Harvey commends Vale for the "significant and sensitive contribution" she has made in a position with considerable impact on the flow of information and the discussion of issues.

Judith Knelman, associate editor of the *Bulletin*, will be acting editor until a new editor is selected.

Sweet surrender: how ads work on consumers

by Patrick Donohue

If you've ever taken your kids (or yourself) to the candy store for a treat, you know something about how complicated consumer choice can be.

Commerce professor Ida Berger of Eridge College and the Faculty of Management Studies re-created the candy store dilemma in a laboratory study with some 100 undergraduates and several brands of candy bars. Her results have challenged the conventional wisdom of advertising psychology and caught the attention of the marketing industry. The American Marketing Association awarded Berger's candy-bar study, the basis of her doctoral thesis, an honourable mention in a recent competition and invited her to present a paper at an association meeting in Toronto earlier this month.

Berger's research was designed to zero in on how consumers respond to repeated advertising. To make sure the subjects in her study had no previous impressions of the candy chosen for the experiment, she used five brands of bars new to the US market and not yet familiar to Canadian consumers. One group of subjects was allowed to taste each candy bar; another was shown one ad for each bar and a third was shown three or four ads for each bar.

After the participants had answered questions on their attitudes to the bars, Berger thanked them and paid them for their participation. Then, as if by way of an after-thought, she invited each of them to take home any seven bars. Those choices were crucial to her results.

The classic assumption of advertising psychology has been that repeated exposure to advertisements can dispose a person more positively towards a product and make that person more likely

to buy the product, Berger explains. But her research found that subjects' attitudes to the products did not change as a result of repeated viewing of ads. Subjects gave products the same rating on a quality scale no matter how many times they saw an ad.

Yet the students in Berger's study who had seen several ads for a product for which they had stated a preference were more likely to choose it than students who had seen only one ad. In other words, repeated viewing of the ads changed their behaviour without changing their attitudes.

Berger offers this hypothesis to explain the discrepancy: advertising increases the viewer's confidence in his or her existing attitudes to a product. Subjects who are very confident in their attitudes make choices that can be predicted on the basis of their stated preferences. Subjects less certain of their feelings about products make choices that don't correspond as closely to their opinions.

But how does repeated viewing of ads build confidence? To answer that question Berger turned to a study by Professor Russell Fazio, a social psychologist at the University of Indiana. Fazio has found that repeated expression of a subject's attitudes about an issue makes those attitudes more accessible. In other words, the attitudes to a product contained in an ad come more readily to mind the more we are exposed to the message. So, the more accessible the attitudes, the more easily we recall them when we are faced with a group of products.

With Fazio's research as background, Berger set out to see whether repeated advertising influences behaviour by making attitudes more accessible. She found that four viewings of an ad for a product are enough to enhance the accessibility of attitudes and confidence in them. The subjects who were exposed to repeated advertisements expressed the most confidence in their impressions of the products.

No wonder the advertising industry has taken note. Berger's research could lead to important changes in the content of ads. Story-lines might put more emphasis on increasing consumer confidence in products. We might see more ads featuring celebrity endorsements as well as a resurgence of the classic medical ads along the lines of "eight out of 10 doctors recommend . . .".

Berger's study also suggests that repeated exposure to advertising has the same confidence-building effect as direct experience of a product. This could lead to a decline in the expensive practice of supplying free samples, she points out. Berger is the first to caution, however, that her findings are the results of a lab experiment. Consumer choices in the real world are much more complicated than choices made by subjects in controlled lab conditions.

Currently, Berger is working on another study which will manipulate subjects' feelings about products in terms of highs and lows of accessibility and confidence to see whether more complex dynamics bear out the earlier study's finding that confidence is the determining factor. In the meantime an article on her candy-bar study, co-authored with Professor Andrew A. Mitchell, chair of the committee supervising her thesis, has reached the final round in a competition sponsored by the *Journal of Consumer Research*.

Ultimately, Berger hopes to design a study to get to the heart of one of advertising's fundamental mysteries: everybody claims to be immune to it. "We all assume it's influencing somebody else, somebody more naive . . . but it seems to me very clear that we are all influenced by advertising to some degree."



Increasing your confidence in your attitude to a product — that's the object of the game. Advertising can do it for you or, you can opt for direct experience, the preferred method of this consumer.

Statement of institutional purpose

As a further step beyond *Renewal* in 1987, President George Connell held a retreat (*Bulletin*, June 29) at which a questionnaire was used to help determine issues that may be appropriate in the development of a new statement of institutional purpose. If you are interested in participating in this process by completing the questionnaire, contact the office of D.W. Lang, assistant vice-president (planning), room 107 Simcoe Hall, or telephone 978-2841 or 978-8430.

Franklin named museum studies director

Ursula Franklin, University Professor of mining and metallurgy in the Faculty of Applied Science & Engineering, has been appointed director of the museum studies program. Her appointment is half-time for two years.

Franklin has been a research associate of the Royal Ontario Museum for many years and is also director of the Collegium Archaeometricum, an interdisciplinary group of scholars from U of T and the ROM.

She recently received the Elsie Gregory MacGill Memorial Award, which recognizes an exceptional contribution to education, science, technology or relief of poverty.

Hiring

Continued from Page 3

deans, directors and department heads. The regulations describe the hiring process for academic staff — lecturers, professors, tutors, teaching and research assistants, post-doctoral fellows and a variety of others — in detail.

They were established about 10 years ago between the CEIC, the Association of Universities & Colleges of Canada, the Ontario Ministry of Colleges & Universities and the Council of Ontario Universities.

Fitzpatrick said failure to adhere to the regulations can result in prolonged delays as the CEIC examines particular cases or deals with grievances filed by applicants who believe irregularities have occurred.

Equality

The agreement outlines principles of hiring recognized by both the University and the CEIC, and establishes the responsibilities of each party. The University agrees to follow the guidelines for hiring non-Canadians or non-permanent residents and to ensure equality of opportunity in recruitment, promotion and training for women and minorities.

With respect to non-academic administrative positions, the University agrees to make employment opportunities available first to its qualified employees who are Canadians or permanent residents and, second, to other Canadian citizens or permanent residents. If qualified candidates from within Canada are not available, the

University can conduct a search abroad.

The University also agrees to identify current and future staffing requirements, to implement the employment equity program and to train staff when it anticipates a shortage of qualified personnel.

The CEIC agrees to encourage the development of staffing plans and to help implement them through the flexible application of programs and services, to work with the University to identify disciplines where a one-tiered search is appropriate and to help find qualified candidates for administrative positions when none are available internally.

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International development students return home

by George Cook

After months of preparation with the Foundation for International Training (FIT), Wayne Yee planned to travel to rural Sri Lanka to work on a bio-gas technology project. Instead, the foundation sent him to Hefei, in eastern China, to teach English to 18 adults at a management institute. The sudden switch in countries and cultures was vexing, but instructive: in the field of international development, it is wise to expect the unexpected.

Yee is enrolled in International Development Studies (IDS) at Scarborough College, one of only three work-study programs the University offers. He is among the first group of nine students to have completed their work placements abroad. Fellow students Chris Collier and Kevin Perkins have recently returned from Sudan, in northern Africa, where they did relief and development work for the World University Service of Canada and Foster Parents Plan. The IDS program is partially sponsored by the Canadian International Development Agency, which pays travel and medical costs for students on placement.

Yee was the victim of international tensions. He had begun his association with the Toronto-based FIT in 1985. The lengthy orientation was an opportunity to get involved in advance work in Canada. But a year later, his plans began to go awry. A group of Tamil refugees, Sri Lankan citizens, was found floating in a rubber raft off the Newfoundland coast, deposited there by an unscrupulous ship's captain who had exacted thousands of dollars from them for the trip. In Sri Lanka itself the Tamil nationalist insurgency intensified and the island nation slipped into civil war. Meanwhile, charges of human rights violations against Sri Lanka's high commissioner to Canada were aired in the press and tensions between the two governments grew. When the time came for Yee to apply for a work permit, the Sri Lankan government ceased to issue them. After almost two years of preparation, he had nowhere to go. "And that's when FIT decided to change my placement to China."

In the end, Yee was able to visit Sri Lanka for two weeks to observe the biogas project. "It was interesting to compare what was on paper with what was actually happening at the field level," he recalls.

Foster Parents Plan sent Perkins to its Khartoum field office to study the feasibility of projects in a poor area of the city, "a non-legal, non-formal kind of community, what you might call a squatter area." While the people of the community are an important part of Khartoum's economy — industrial workers, office messengers, cooks and cleaners — their community is the object of government animosity. "When the government wants to appear to be in control or to make its laws appear legitimate," Perkins says, "it will nail the community a bit. It is periodically bulldozed." His job was to identify projects that had some chance of success under the circumstances.

Later, when Collier arrived in Khartoum, he and Perkins worked together, first on a Foster Parents Plan study of small scale irrigation projects and then on training Sudanese staff to perform feasibility studies. "I came to realize the value of having people sit down together," Collier says. "What you get by talking with people is something that's tailor-made for the situation. I'm glad we weren't very sophisticated — and we weren't — because we'd take things from square one, we'd do things in the simple way. We didn't start off above everybody else's head."

Perkins calls their approach "dealing without experts." The conventional



Above, Foster Parents Plan staff discuss ways of doing feasibility studies. Right, a boy unloads a sack of millet from a relief truck. Chris Collier, an International Development Studies student at Scarborough College, took the photographs while on placement in Sudan.



wisdom is that the Third World needs expertise, but helping people find methods of solving problems is more valuable than training experts, he believes. "Because what it involves is organization, a certain way of approaching a problem, and that's something that can be spread so widely."

Sensitivity

When he arrived in Sudan, Collier was first dispatched to the northwest province of Darfur, near the border with Chad, and put in charge of a fleet of trucks moving food to famine victims. The job taxed his ingenuity and tact. Fresh from Canada, he needed two weeks of training before he could take over. Mohammed, his assistant, had been with the operation a year. "If I was in his position and some guy hopped off the plane and became my boss right away, I wouldn't like it," he remarks. "I had to go through two weeks of training, so who should be the boss really?"

When the time came to end the operation, Collier was in Khartoum on business but was told to return to Darfur to manage the wind-down. "I said, 'Why don't you let Mohammed take care of it?' but no, they wanted me to go." A relief operation differs from a development project, Collier says. Where the objective is to prevent starvation, less attention is paid to protocol. "And," he adds, "some people just don't trust the locals." Nevertheless, he questions the role of foreigners in poor countries. "I did a lot of thinking about that because of the things I saw over there, because of the jobs I saw expatriates doing that I know local people could have done."

"You can be a technical expert, but without cultural sensitivity you will not succeed in this field," says Yee. Open-mindedness and a non-judgemental nature are essential qualities. Attitudes to communication differ from one culture to the next. In Sudan, a local co-worker can be starving across the table from you and say nothing, Perkins observes. "Finally you learn he's starving and you say, 'Why didn't you tell me?' It's just a bit frustrating."

The Canadian who goes to work in a developing country for the first time is bound to receive "a good slap in the face," Yee says. "It shakes you up. It's a reminder that you are one of a small minority in this world who lead a very privileged life."

"If I work an hour here in Canada I can buy a kilogram of meat," Collier

adds. "In Sudan, I have to work a day to buy a kilogram of meat. If it's available."

"In Khartoum there was a meat shortage," says Perkins, "all the butchers were on strike, a salt shortage, you couldn't get salt, a sugar shortage, you just could not get sugar. Imagine in Canada if someone said, 'You can't get bread today! No bread!'

"Same if you want to take a bath," Yee says. "No water. Or you have to walk two miles to the next well. Here we just step into the shower every morning. We take these things for granted."

While the privations and hardships of life in the Third World are strikingly apparent, Perkins resists the romantic vision of the selfless development worker. "There's a myth that people who work in development are very sacrificial," he says, "that they ride in and starve with the starving and suffer with the suffering. But that's just not true. Expatriates who work in development live extremely well. They have a house, a car and their nine-to-five. Their kids go to the American school. It's like a well-paid white collar job here in many respects. It's not a case of living a hellish life to save people at all."

While a meagre livelihood is the rule for most people in the developing world, their way of life offers compensations. In Sudan things happen more slowly than in Canada, Collier says. Brewing a cup of coffee in Darfur takes an hour. The green beans are roasted, then ground. "For me, the conversation and interaction that happens when you're preparing that coffee from the bean is an invaluable thing. Our pace of life is instant coffee."

Perkins notes the importance of relationships to the Sudanese. "They value affiliation more than personal achievement. They'd rather be friends with their co-workers than compete with

them to do the best job for the company. And that's not something I'm critical of." However, there is a cost in sheer economic terms. "It can mean that a Sudanese company won't churn out the widgets quite as fast as a Canadian company," Perkins observes, "but there's more to development than that."

Yee too appreciates the value placed on community life in the developing countries, but he sounds a cautionary note. "It's more difficult to compare who's more fortunate in that way and maybe you can't. But I do know that some people in rural Sri Lanka don't have enough food and that most people here do. That's the bottom line."

At first, Perkins recalls, he experienced a sense of guilt at the economic disparities between the developed and developing worlds. But the day before he returned to Canada, an incident occurred that helped "soften the blow" of returning home. He and a friend were invited to dinner at the home of a wealthy Sudanese. "We were expecting expatriates, westerners, to disco all night and the whole bit," he recalls. The table was covered with dishes of various kinds. "Then they brought in an entire sheep, enough to feed 50 people. We were feeling terrible, but they said, 'Don't worry, we do this every week.' It was incredible wealth for people who really don't contribute too much to the economy

"The thing to remember about Sudan is that the people who provide the food work all day long, every day. The people who produce the country's wealth are hard working. It's the people that manage it who don't work so hard."

Still, the return to Canada can be as disconcerting as the departure from it. "I found western economic status excessive," Perkins says. "Too much waste, just too much. Too much choice almost. The shelves are full of things. 'Buy this and you'll be happy, buy that and you'll be happier.' At least that's what you're made to believe."

"When you come back you don't worry that you don't have such-and-such brand of fabric softener," Collier says, "because you know what's necessary and what's not from living for a while without a lot of superfluous things."

To sustain a vivid sense of shock at conditions in the developing world, to remember the "slap in the face", requires discipline. "Somehow," Yee says, "we must sustain that feeling. We can come back here and get numb to it again, but if we sustain it and try to apply our abilities . . ." But numbness to inequalities of wealth and to the deficiencies of Canadian society is an occupational hazard. "You find you slip back into your old self," Collier says. "I'm getting back my impatience, a certain intolerance of things. I lost a lot of that when I was in Sudan, but it comes back. It would be nice to be able to say you've changed — and you do change — but not completely."

Collier, Perkins and Yee can now reflect on their plans in the light of their experiences abroad. They each have a year's worth of courses to complete to obtain their degrees. Collier says he values the IDS program's broadly based multidisciplinary approach, but sees the need to acquire specific skills in accounting and management. "I'm interested in promoting small business in developing countries," he says. Perkins plans to hone his skills in data collection and information processing before going on to graduate school. Yee is eager to finish his course work and apply his skills in the field. He foresees no shortage of job opportunities. "There's work to be done in many countries," he says. "You have to be flexible."

RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

American Foundation for AIDS Research

AmFAR has announced short-term travel fellowships specifically targeted to Canadian investigators. Eleven fellowships, to a maximum of \$5,000 (US) each, will be awarded for research in biomedical, humanistic or social sciences relevant to AIDS.

Investigators are reminded that the usual University regulations and signature conditions apply to this application. Further details and application forms are available from ORA. Deadline is *October 15*.

Dermatology Foundation

The foundation supports research and research training in cancer and other diseases of the skin, hair and nails. Funds are available for post-doctoral fellows to \$25,000 (US) for one year, and for research projects in dermatology and cutaneous biology to a maximum of \$10,000 (US) for one year.

The foundation will consider only one fellowship and one grant application from a single academic centre.

Further information and application forms may be obtained from ORA. Applications must be post-marked not later than *September 15*.

Health & Welfare Canada NHRDP has called for letters of intent for a special competition to support research in community dentistry. Collaborative studies involving dental researchers and others such as health service management researchers are encouraged.

The following areas are eligible for funding: effectiveness of current dental health promotion; preventive and therapeutic strategies among population groups; inter- and intra-rater reliability of instruments used to appraise oral health status; population-based studies aimed at determining the safety of dental materials and the effectiveness of techniques currently employed in arresting dental decay; concerns regarding the burden of dental disease on special groups;

service accessibility, dental economics and utilization information; occupational safety and health of all categories of dental workers.

Investigators are reminded that the usual University regulations and signature conditions apply to letters of intent. Detailed information, format of the letter of intent and competition procedure may be obtained from ORA. Deadline is *August 31*.

Kidney Foundation of Canada

The value of 1988-89 awards has been increased: research grants maximum \$40,000 per year; scholarships \$30,000 per year; fellowship stipends follow current MRC scale.

Revised application forms for 1988-89 programs are now available. Deadlines are as follows: fellowships: *October 1*; research grants: *October 15*; nephrology scholarships: *November 1*.

Leukemia Society of America

The society supports research on leukemia, the lymphomas, Hodgkin's disease and multiple myeloma. Three award programs are offered: five-year scholar grants; three-year special fellow grants; three-year fellow grants. Candidates in all categories should hold a PhD, MD or equivalent degree.

Only one application in each category may be submitted from a single faculty within the University. Investigators are advised to discuss an application with their dean prior to submission. Application forms and detailed information on the three programs may be obtained from ORA. Deadline is *September 1*.

National Institutes of Health

NIH has issued a revised application form (PHS 398) for new, competing renewal and competing supplemental research grants to be used starting with the *October 1* deadline. A supply has been ordered by ORA and will be available by Aug. 31.

NIH has also pointed out that the orange ink used on the original form pages is not reproduced well by some copying machines. Investigators are reminded that copies of applications must be legible, and NIH may return applications as incomplete if the original and all copies are not legible.

Ontario Mental Health Foundation

Ethics clearance forms and subject consent documents for grant applications involving the use of human subjects must either be submitted with the application or reach the OMHF office by the following dates:

research and major equipment grants: *October 30*; lottery grants program: *November 16*; all individual awards except studentships: *December 30*; studentships: *February 5*. The foundation has particular requirements for the composition of ethics review committees. For that reason, reviews of the same human subjects protocol for a different agency may not be acceptable to OMHF.

The allocation has been made for the second funding period to support applied research and program evaluation projects under the Ministry of Community & Social Services lottery grants program. The competition is again being administered by OMHF.

This competition will focus on developmentally handicapped persons, elderly persons and physically disabled persons. Priority will be given to issues concerning community living as related to these client groups. Clarification of the research priorities of this program, if required, is available from the ministry's research and program development unit, (416) 965-9884.

Completed applications must be received by OMHF by *October 15*. Where applicable, ethics clearance forms must reach the foundation no later than *November 16*.

Upcoming Deadline Dates

Alberta Worker's Health, Safety & Compensation (Heritage grant program) — research grants: *September 1*.

Alcoholic Beverage Medical Research Foundation — research grants: *September 15*.

American Foundation for AIDS Research — travel fellowships for Canadian investigators: *October 13*.

American Lung Association — personnel awards: *October 1*.

Arthritis Society — research grants; manpower development awards; associations; associations; fellowships; multi-centre grants (group facilitation and group development) full application: *October 15*.

Canadian Cystic Fibrosis Foundation — fellowships; studentships; research grants (new and renewal); scholarships: *October 1*.

Canadian Geriatrics Research Society — research grants: *October 1*.

Canadian Heart Foundation — all applications for grants and senior personnel: *September 15*.

Cancer Research Institute (US) — fellowships: *October 1*.

Dermatology Foundation (US) — grants; fellowships: *September 15*.

Easter Seal Research Institute — research fellowships; research project grants; research training grants; research grants: *October 15*.

Parker B. Francis Foundation — fellowships: *September 15*.

Anna Fuller Fund — fellowships; research grants: *October 1*.

Health & Welfare Canada — National Health Research & Development Program — community dentistry (letters of intent); *August 31*; National Welfare Grants Division — research projects; senior welfare research fellowships; research group development grants: *October 15*.

Hospital for Sick Children — research grants: *October 1*.

Imasco-CDC Research Foundation — research grants: *October 1*.

International Union Against Cancer — Eleanor Roosevelt International cancer fellowships; international fellowships: *October 1*.

Juvenile Diabetes Foundation (US) — career development awards; fellowships: *October 1*.

Kidney Foundation of Canada — fellowships: *October 1*.

Leukemia Society of America Inc. — fellows; special fellows; scholars grants: *September 1*; president's research development; short-term scientific: *October 1*.

Malignant Hyperthermia Foundation — research grants: *October 1*.

March of Dimes (US) — research grants (social and behavioural sciences): *September 1*; basic research grants: *October 1*.

Medical Research Council — program grants (new and renewal letters of intent): *September 1*; scholarships, operating grants (new), equipment, maintenance (new), development grants (ext. 1); *September 15* (1987 only); medical education; history of health sciences; MRC groups (new and renewal full application); France-Canada exchange: *October 1*.

Multiple Sclerosis Society of Canada — career development; post-doctoral fellowships; research grants; research studentships: *October 1*.

National Institutes of Health (US) — new research grants: *October 1*.

Ontario Mental Health Foundation — research grants: *September 30*; lottery grants program: *October 15*.

Physicians' Services Inc. Foundation — research grants: *October 19*.

U of T, Connaught Fund — special research program grants: *September 12*, cancelled.

W. Carfield Weston Foundation — research grants: *early autumn*.

Whitehead Foundation Inc. (US) — life sciences — research grants: *September 1*; grants-in-aid: *October 1*.

POSITIONS ELSEWHERE

Notice of the following vacancies outside the University has been received by the Office of the President.

Technical University of Nova Scotia

President Appointment effective July 1, 1988 for a fixed term, usually six years, and may be renewed. Deadline for nominations and applications is *September 30*. Send to:

W.H. Gates, P.Eng., Chairman, Presidential Search Committee, P.O. Box 8388, Station "A", Halifax, N.S. B3K 5M1

University of Calgary

Dean, Faculty of Continuing Education

The appointment will be for a five-year term commencing July 1, 1988. Nominations and applications should be sent to: Ms. Carol Clarke, Executive Assistant to the President, University of Calgary, 2500 University Drive N.W., Calgary, Alta. T2N 1N4

University of Manitoba

Dean, Faculty of Human Ecology

Appointment expected to commence July 1, 1988 or as soon

as possible thereafter for a five-year term with the possibility of reappointment.

Applications and nominations will be accepted until October 26 and should be sent to: Professor M. Vaisey-Censer, Associate Vice-President, Room 208, Administration Building, University of Manitoba, Winnipeg, Man. R3T 2N2

University of British Columbia

Vice-President Research

Successful candidate is expected to take office early in 1988. Applications and nominations will be accepted until October 31 and should be sent to: Dr. D.W. Strangway, President, University of British Columbia, 6328 Memorial Road, Vancouver, B.C. V6T 2B3

University of Alberta

Dean, Faculty of Education

Appointment effective July 1, 1988 or as soon possible thereafter. Nominations and applications should be submitted by November 1 to: Dr. J. Peter Meekison, Vice-President (Academic), Third Floor, University Hall, University of Alberta, Edmonton, Alta. T6C 2J9

Case Western Reserve University

Provost

Responses should be sent before September 15 to: Provost Search Advisory Committee, c/o Richard E. Banzik, Office of the President, Case Western Reserve University, University Circle, Cleveland, OH 44106

Monash University

University Librarian

Position available for June 1, 1988 or as soon as possible thereafter. Applications should reach the registrar no later than September 18.

Information on application procedure and further particulars may be obtained from: The Registrar, Monash University, Clayton, Victoria, 3168, Australia; or the Secretary-General, Association of Commonwealth Universities (Appointments), 36 Gordon Square, London, WC1H, OFP, U.K.

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Fulford to be Barker Fairley visitor

Robert Fulford, editor of *Saturday Night* magazine for 19 years, will be the Barker Fairley Distinguished Visitor in Canadian Culture at University College this year. His term runs from Nov. 2 to April 1, 1988.

For Fulford, a high-school dropout who got his start in journalism in 1950 in the sports department of *The Globe and Mail*, it is a chance to experience a university for the first time. As a teenager, he said, "I wanted not to be a student." He has since become an authority on Canadian culture.

At UC he will sit in on some classes for his own edification and will speak to some Canadian studies classes. He will also be available for interviews with students.

"I anticipate that one question I'll be asked is: 'Who was Barker Fairley?'" said Fulford. "I followed his career with the greatest possible interest." Fairley, head of the German department at UC for 20 years and an acclaimed painter, died last fall at 99.

The visitorship was established in 1985 to commemorate his achievements and to enhance links between the University and Canada's prominent cultural figures. The first three incumbents of the visitorship were Robert Weaver, Tom Hendry and George Luscombe.

"We have very few practitioners in the University," said Peter Richardson, principal of UC. "Most of us think. We want people who do."

Clarke institute offers unique program for people who stutter

by Patrick Donohue

A U of T medical student working at the Toronto General Hospital is talking about the call that summoned him to the hospital at one in the morning to interview a patient who had just been admitted after attempting suicide. Even though he has worked a long day since that call, Wai Man Cheung shows no sign of fatigue as he speaks quietly about the effort to get suicidal patients to face life again. His experience on the psychiatric ward is convincing him that, for some illnesses, there are no cures and that the doctor's role with certain patients is to help them learn to cope with their problems.

Cheung (not his real name) could tell them a thing or two about that. From his late teen-age years, he has been plagued with stuttering. But, thanks to an intensive three-week treatment in the speech pathology department of the Clarke Institute of Psychiatry, his stuttering is under control.

When Cheung first noticed his stuttering, he thought it had something to do with learning English as a second language. Having immigrated to Canada with his family from East Asia at the age of 12, he found that the monosyllabic speech of his mother tongue was ill suited to polysyllabic English.

But the stuttering didn't bother him except in stressful situations. "I don't usually have any trouble talking to my friends." In medical school, serious trouble arose. He stuttered badly when presenting cases before his professors. Trying to speak too fast, he often choked on difficult medical terms. It was for his career, then, that he wanted to eliminate the stuttering.

When he heard about the program at the Clarke, Cheung thought it could make a vital difference to his future. He'd already tried private therapy but found he reached a certain level of improvement, then fell back. "I wasn't confident enough to use the techniques." The intensive program at the Clarke sounded like the way to build confidence. He persuaded his vice-dean in the Faculty of Medicine that the course should be included as part of his clerkship, the 11-month period fourth-year students spend getting acquainted with various hospital departments before starting their internships.



Dr. Robert Kroll (standing) and McGill speech pathology student David Beattie, a summer intern at the Clarke Institute, demonstrate the Visi-Pitch, which helps patients monitor how they are activating their vocal chords.

At the Clarke, he learned that his stuttering had little if anything to do with learning a new language. The cause of stuttering can best be described as "multi-factorial" says Dr. Robert Kroll, director of the Clarke's speech pathology department and a professor in the graduate department of speech pathology in the Faculty of Medicine. In the face of an array of "wild theories", Kroll opts for the explanation of stuttering as "a mechanical discoordination of speech of unknown cause." Sometimes stuttering runs in families but it has not been traced to any genetic component. And, as in Cheung's case, the problem usually worsens under stress. That doesn't mean, though, that stress — or any other emotion — is the root cause of stuttering.

To deal with the breakdown of speech as a mechanical problem, Kroll and his team of therapists teach patients a series of techniques involving correct breathing, correct placement of the lips and tongue, even the proper way to start the vocal chords. As one patient told Kroll, "You're teaching me to speak all over again." But unlike the instinctive imitation by which young children learn to speak, the process Kroll's patients learn includes logic. They learn the reasons for each of the techniques. A set of targets incorporating correct speech gestures is established. "Hitting the targets is incompatible with stuttering," Kroll says.

The techniques aren't new, Kroll stresses. Therapists have been using them for years. But the Clarke program has the advantage of technology which isn't readily available to many other therapists. The equipment provides patients with precise feedback on the techniques they're practising. A respiration monitor, for example, helps train patients, who often breathe too shallowly, to breathe properly. A "Visi-Pitch" screen displays a graph showing patients whether they are activating their vocal chords gently, as in normal speech, or in the forced way involved with much stuttering.

The truly innovative aspect of the program, though, is the packaging of therapy into a three-week blitz. Kroll was introduced to this method by Dr. Ronald L. Webster of Hollins College, Virginia, designer of the "Precision Fluency Shaping Program: Speech Reconstruction for Stutterers". When

Kroll decided to introduce it to Canada about 10 years ago, such a three-week program was "unheard of, practically revolutionary".

By way of an experiment, he offered the program twice. Subsequently, he was inundated with prospective patients asking for the program. Today, some 800 people from throughout Ontario have gone through it at a cost of \$500 each. (OHIP pays for conventional speech therapy but not the intensive three-week course.)

After giving the program the first few times, Kroll discovered something he wasn't expecting: many graduates called back for further help. The question of on-going support after patients have finished the course is a controversial one, Kroll says. Many speech therapists feel patients shouldn't be encouraged to lean on them.

But Kroll believes not everyone fits the mold of the ideal, independent patient. "People are complex. They're not computers." He feels some people may not have the optimum confidence that will enable them to continue improving their speech on their own. Others will backslide in their practice of speech skills because of a variety of demands on their time.

Kroll decided to continue to hold out a helping hand. For a year, graduates of the program at the Clarke attend weekly follow-up meetings which gradually become bi-weekly, then monthly. Every December alumni are invited to attend a four-day refresher course held by the speech pathology department. Patients have also formed an alumni group which holds a monthly workshop at which course graduates monitor each other's speech.

To guide course graduates in their continuing practice, Kroll has written a follow-up booklet based on the experience of patients as to what has worked and what hasn't. For Cheung, the follow-up is the most important part of the program. "I went in expecting a three-week cure," he admits. "But it doesn't work that way." He compares himself to the recovering alcoholic whose problem is under control but who still has to fight an inner battle. "I have to remind myself constantly to change my speech patterns, to slow down, to stretch syllables when possible."

Does speech without stuttering ever become second nature for people like Cheung? Kroll doesn't think so. "You can never fully erase stuttering. But it can be controlled over a long period of time." Video tapes have shown that some 90 percent of patients achieve substantial speech improvement in the three weeks of the course. But lack of follow-up practice on the part of less committed patients means that the long-term success rate drops to about 75 percent.

Since motivation is such an important part of therapy, Kroll and his team carefully screen all applicants to the three-week program. Those who aren't sufficiently committed or who are grappling with a whole "laundry list" of problems aren't considered suitable for this intensive therapy. Others may find that they would not be comfortable working closely with a group of four or five other patients for three weeks.

For all patients, realism is indispensable. An important part of therapy is accepting their limitations, understanding that the dream of speaking completely without stuttering is likely illusory. That's the level of self-knowledge Cheung has reached. "I can deal with my stuttering now," he says. "I have learned it's not as bad as the problems some people have."



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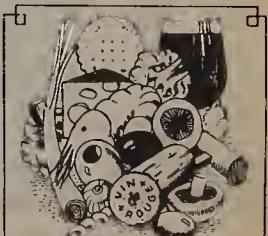
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Robarts carrel applications

Applications for carrels and book lockers for faculty members and graduate students in Divisions I and II for the fall/winter session will be received at Robarts Library from Aug. 31 to Sept. 16. Forms and information sheets are available at the circulation desk on the fourth floor.

Assignments, based on priorities established in consultation with the School of Graduate Studies, will begin on Oct. 13. Further information is available from the carrel office at 978-2305.

THE ELECTION IS SEPTEMBER 10

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3. When your party forms the next government, what will it do to help provide affordable housing and residence space for students in the Metropolitan Toronto area?

All-candidates meetings in the 3 University of Toronto ridings are:

ST. ANDREW-ST. PATRICK
Thursday, 27 August 1987
7:30 p.m., Room 140
University College
King's College Circle
Toronto

SCARBOROUGH-EAST
Monday, 31 August 1987
7:30 p.m., Campbell Lounge
Scarborough Campus, U of T
1265 Military Trail
Scarborough

MISSISSAUGA-WEST
Tuesday, 1 September 1987
7:30 p.m., Council Chambers
Erindale Campus, U of T
3359 Mississauga Road
Mississauga

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U of T Staff Association, 978-8844
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U of T Faculty Association, 978-3351
Association of Part-time Undergraduate Students, 978-3393
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**BE INFORMED
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IN MEMORIAM

University professor emeritus C.B. Macpherson

University Professor Emeritus Crawford Brough Macpherson of the Department of Political Science died July 21 at the age of 75.

The name of C.B. Macpherson was a household word in departments of political science, economics, philosophy and history in universities all over the world. His works have been translated into German, Spanish, French, Italian, Portuguese, Japanese, Swedish and Danish, and translations are in progress in Greece and Yugoslavia.

"A superb scholar and teacher, a gentleman and a genuine friend is gone," said a colleague, Professor Alkis Kontos of the Department of Political Science. "But the enormity of our loss cannot obscure the fact that C.B. Macpherson's thought and ideas have transformed and enriched our lives and will continue to do so for generations to come through his books. His excellence and greatness endure in total defiance of death."

Macpherson is best known for his studies of democratic histories and traditions and for his effort to define a common vision for liberal democracy and socialism. Unlike many other socialists, he believed that there were elements of liberal democracy that were worth preserving. At the same time, he subjected liberal-democratic values to systematic criticism. What he called possessive individualism — the concept of individuals as mere economic components of a society geared to the production, possession and consumption of material goods — was the part of liberal democracy that he felt should be jettisoned. By contrast, he thought that the dimension of liberal democracy valuing economic justice and political participation should be a part of any society whose goal was to promote the full development of human capacity. He urged that socialism "retrieve" these values of liberal democracy.

Would there be a problem in getting members of society to abandon their emphasis on possession and consumption? Macpherson thought not. His optimism about human nature, said Frank Cunningham, chairperson of the Department of Philosophy, was perhaps responsible for the popularity of his theories. Macpherson's view was that there is no such thing as fixed human nature. He held that people are not by nature selfish but are shaped in that mould by market capitalism.

"In a world thirsting for political directions, Macpherson's critique of possessive individualism and his views on retrieval constitute a valuable contribution," said Cunningham.

In 1963, after the publication of his seminal study of the intellectual origins of English capitalism, *The Political Theory of Possessive Individualism: Hobbes to Lock*, a reviewer in the *New Statesman* wrote: "It is rare for a book to change the intellectual landscape. It is even more unusual for this to happen when the subject is one that has been



thoroughly investigated by generations of philosophers and historians. . . . Until the appearance of Professor Macpherson's work, it seemed unlikely that anything radically new could be said about so well-worn a topic. The unexpected has happened, and the shock-waves are still being absorbed." Other publications include *Democracy in Alberta*, *The Real World of Democracy*, the Massey lectures broadcast on the CBC, *Democratic Theory: Essays in Retrieval, The Life and Times of Liberal Democracy and The Rise and Fall of Economic Justice and Other Papers*.

Macpherson began lecturing at U of T in 1935. He was president of the Canadian Association of University Teachers and the Canadian Political Science Association and chairman of the Ontario Confederation of University Faculty Associations. His service at U of T included chairing the Presidential Advisory Committee on Undergraduate Instruction in Arts and Science, which produced a blueprint for the reshaping of undergraduate studies in 1966-67.

A fellow of the Royal Society of Canada from 1958, Macpherson received many honorary degrees and travelled to many parts of the world as visiting professor, lecturer, scholar or conference delegate, but he declined an invitation to lecture in South Africa in 1971. He wrote to the principal of the University of Natal: "I have no reason to doubt that my acceptance of your invitation would be used as evidence that the Western academic world had no serious objection to the subjugation of South African universities to the apartheid system."

He was a supporter of the Civil Liberties Association and the peace movement but was not active in party politics, content to influence activists as well as scholars by his theory. His wife, Kay, has been active politically in the New Democratic Party, in feminist causes and in the Canadian peace movement.

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Wednesday, September 16, 1987 9:30 a.m. to 3 p.m.
DISE Auditorium, 252 Bloor Street West
Registration to September 2, 1987 — \$15. Call 586-8290

Medical science institute review committee

A committee has been established to review the Institute of Medical Science. Members are: Associate Dean A.H. Melcher, School of Graduate Studies (*chairman*); Dr. B. Harvey, graduate student; Professor J. Falk, Department of Surgery; D. Perrier, Faculty of Pharmacy; S. Tremaine, Canadian Institute for Theoretical Astrophysics; M. Halperin, Department

of Medicine; E. Sellers, Department of Pharmacology; and A. Bennick, Faculty of Dentistry; and Bernadette Lonergan (*secretary*).

The committee invites comments or submissions from interested persons. These should be forwarded by September 27 to Associate Dean A.H. Melcher at the School of Graduate Studies, 63 St. George St.

PERSONNEL NEWS

Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department: (1) Sylvia Holland; (2) Steve Dyee; (3) Varujan Gharakhanian; (4) Christine Marchese; (5) Margaret Graham; (7) Sandra Winter; (9) Janice Draper.

Administrative Assistant I
(\$21,330 — 25,100 — 28,870)
Information & Risk (6), Computing in the Humanities (3)

Applications Programmer Analyst II
(\$25,970 — 30,550 — 35,130)
Information System Services, three positions (3)

Clerk IV
(\$19,270 — 22,670 — 26,070)
Computing Services, two positions (3), Residence, Food & Beverage Services (3)

Clerk Typist II
(\$16,190 — 19,050 — 21,910)
Graduate Studies (6)

Clerk Typist III
(\$17,670 — 20,790 — 23,910)
Hart House (3), Hart House, 71 percent full-time (3), Social Work (3), Law (6), Management Studies (9), Astronomy (4), Botany (4), Payroll (3), Purchasing, two positions (3), Child Study (3), Faculty of Music, two sessional positions (3), Ophthalmology, 60 percent full-time (1), Pharmacology (7), Banting & Best Medical Research (7)

Communications Officer
(\$24,730 — 29,100 — 33,470)
Institutional Relations (6)

Laboratory Technician II
(\$21,330 — 25,100 — 28,870)
Preventive Medicine & Biostatistics (6), Pharmacy (6)

Locker Room Assistant
(\$16,190 — 19,050 — 21,910)
Hart House (3)

Registered Nurse I
(\$25,970 — 30,550 — 35,130)
Medicine (1)

Secretary I
(\$17,670 — 20,790 — 23,910)
Erindale, 80 percent full-time (7), Chemistry, 60 percent full-time, possibly 80 percent (4)

Secretary II
(\$19,270 — 22,670 — 26,070)
Health Services (2) Research Administration, two positions (6), Dean's Office, Arts & Science (4), Dean's Office, Medicine (2), Law (6), Graduate Studies (6), Continuing Studies (3), Human Resources (2), South Asian Studies, 50 percent full-time (6)



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Books by University of Toronto Staff

July

Winning the Second Battle: Canadian Veterans and the Return to Civilian Life, 1915-1930, by Desmond Morton* and Glenn T. Wright (University of Toronto Press; xiv, 328 pages; \$40 cloth, \$17.95 paper). The foresight shown in Ottawa's planning for reestablishment and the generosity of veterans' pensions in Canada were unparalleled throughout the world. But in the end, due to diminishing government support and dwindling resources, the veterans lost their "second battle".

Heraclitus: Fragments — A Text and Translation with a Commentary, edited and translated by T.M. Robinson (University of Toronto Press; xii, 216 pages; \$30). The Greek text of Heraclitus is presented with a facing-page translation together with a commentary outlining the main problems of interpretation and the philosophical issues raised by his work.

Sing Out the Glad News: Hymn Tunes In Canada (CanMus Documents, 1), edited by John Beckwith (Institute for Canadian Music; 166 pages; \$15). This volume represents the proceedings of a conference on hymn-tune research held at the University in February, 1986 and organized by the Institute for Canadian Music, Faculty of Music, University of Toronto.

Catching Up

May

Biology of Fish Growth, by A.H. Weatherley and H.S. Gill (Academic Press; 456 pages; \$88.26). This book deals with the phenomenon of growth plasticity in fish. The core chapters discuss somatic growth in relation to nutritional and metabolic considerations, protein and lipid contents and interdependencies, the dynamics of tissue growth and hormonal influences. Methods of age and growth determination and the effects of plastic somatic growth on the dynamics of natural and managed populations are discussed; and finally, the book attempts to relate how growth biology may be applied to aquaculture and related fishery matters.

December

Guidelist of Unpublished Canadian String Orchestra Music Suitable for Student Performance, by Patricia Shand (Canadian Music Centre; 138 pages; \$6). This publication provides information on musical characteristics, level of difficulty, technical challenges and useful pedagogical aspects of Canadian string orchestra compositions selected as being suitable for elementary or secondary school performers.

* U of T staff are indicated by an asterisk when multiple authorship or editorship includes non-U of T staff.

Events

SEMINARS

Pathophysiology of Type II Diabetes.

Tuesday, September 8
Dr. Robert Turner, Radcliffe Infirmary, Oxford, Room 184, 3rd floor, Charlie Conacher Research Wing, Toronto General Hospital, 5 p.m.
(Banting & Best Diabetes Centre)

EXHIBITIONS

THOMAS FISHER RARE BOOK LIBRARY

The Ingenious Hogarth.
To September 18
An exhibition of prints by William Hogarth. First and second floors.
Hours: Monday to Friday, 9 a.m. to 5 p.m.

ROBARTS LIBRARY

Enabling

September 1 to September 28
Special meeting to discuss governance. Council Chamber, Simcoe Hall. 4:30 p.m.

MUSIC

TRINITY COLLEGE

Trinity College Choir.
Tuesday, September 3
Cambridge University mixed choir, directed by Richard Marlow, Trinity College Chapel. 8 p.m.
Tickets \$10, students and seniors \$5.

JUSTINE M. BARNICKE GALLERY, HART HOUSE

The Prevailing Influence: The Group of Seven and Hart House, 1921 to 1953.
September 8 to October 8
Both galleries.
Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

PHD ORALS

Please contact the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Thursday, August 27
Robert James Gooding, Department of Botany, "A Phenomenological Theory of Coupled Phasors and Sound Waves in Incommensurate Crystals." Prof. M.B. Walker.

Richard Leonard Hopkins, Department of Library & Information Science, "The Information Seeking Behaviour of Literary Scholars in Canadian Universities." Prof. A. Fasick.

Friday, September 4
Ora Kofman, Department of Psychology, "The Role of Ventral Tegmental Cholinergic Receptors in Reward." Prof. J.S. Yeomans.

Nitz Bracha Perlman, Department of Psychology, "Informational Needs of Parents of Critically Ill Infants." Prof. J.L. Freedman.

Tuesday, September 8
Alfred Peter Brunner, Department of Mechanical Engineering, "The Magnitude, Variability, and Angular Characteristics of Shortwave Sky Radiance at Toronto." Prof. F.C. Hooper.

Wednesday, September 9
Howard James Hoover, Department of Computer Science, "Feasibly Constructive Analysis." Prof. S.A. Cook.

Gail Barbara Krantzberg, Department of Botany, "A Study of the Role of Biotic and Abiotic Factors in Modifying Metal Accumulation by *Chironomus* (Diptera: Chironomidae)." Prof. P.M. Stokes.

Helen Leung, Department of Chemical Engineering & Applied Chemistry, "Properties and Measurement of the Progeny of Radon and Thoron." Prof. C.R. Phillips.

Thursday, September 10
Glenn Lewis Greig, Department of Aerospace Science & Engineering, "Masking of Motion Cues by Random Motion: Comparison of Human Performance with a Signal Detection Model." Prof. L.D. Reid.

Monday, September 14
Canesh Chandra Deka, Faculty of Forestry, "Physical, Chemical and Pulp Properties of Hybrid *Salix* Clones." Prof. D.N. Roy.

Andrew Gregg Horn, Department of Zoology, "Repertoires and Song Switching in Western Meadowlarks (*Sturnella neglecta*). Prof. J.B. Falls.

Wednesday, September 16
Jason Ira Brown, Department of Mathematics & Applied Mathematics, "A Theory of Generalized Graph Colourings." Prof. D. Corneil.

Thursday, September 17
Harry Leib, Department of Electrical Engineering, "Frellis Coded MPSK with Carrier Phase Noise." Prof. S. Pasupathy.

MISCELLANY

Campus Walking Tours. To September 4
Hour-long tours of the downtown campus conducted by student guides. Map Room, Hart House. 10:30 a.m., 12:30 and 2:30 p.m., Monday to Friday. Information: 978-5000

Labs & Tabs '87. Wednesday, August 26 and Thursday, August 27
Display of laboratory products and office supplies used by Faculty of Medicine and teaching hospitals. Lobby, Medical Sciences Building. 9:30 a.m. to 4 p.m. (Faculty of Medicine Materials Distribution Centre)

David Dunlap Observatory Saturday Evening Tour. Saturday, August 29
Tour includes a slide presentation and, weather permitting, a demonstration of the 74-inch telescope in operation. David Dunlap Observatory, 123 Hillsview Drive, Richmond Hill. Reservations required. Call 884-221 weekdays, 9:30 a.m. to 4:30 p.m.



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LETTERS

Union can bring better wages, benefits

Implying that the "realities of life in a union" are somehow sinister, leading to near bondage, the reward for a signature on a union card being a ball and chain, the signatories to the letter entitled "Make an informed decision about certification", published in the June 15 *Bulletin*, leave one with the impression that unions linger somewhere below cancer-causing agents on the scale of things desired in this life. Having cast this shadow, Ms. Isbister et al. advise the employees working here to "... talk to friends at the University of Toronto who are already certified..."

Well, here I am, certified and certifiable as a union member for all of my near to 20 years of employment at U of T. Represented since 1969 by CUPE, we members of Local 1230 have had our ups and downs, but without a union there would have been no direction but down. Come and talk to us. We work in the Robarts, Rare Book, Sigmund Samuel, Science & Medicine, East Asian, Engineering and Pharmacy libraries. We also represent employees of UTLAS International Canada at 80 Bloor St. W. We would be happy to see you. It's good advice those who signed the letter referred to above have given. If only they would follow it. We have yet to hear from them.

This is unfortunate inasmuch as their letter is filled with statements based on innuendo and half-truths, with others being outright falsifications of the realities of life in a union.

For instance, the contention that the administration prefers a union and is encouraging certification has no basis in fact. When Local 1230 was formed, CUPE had to engage in a legal battle lasting two years before the administration was forced to recognize our union.

Why is this so? The formation of a union can bring about better wages and benefits. Local 1230 has consistently

negotiated wage increases which match or surpass those given to other non-academic staff (union and non-union) at the University. Currently we are in the midst of a two-year contract with wage increases of five percent in each of the two years for permanent staff. The wage increase for part-time sessional staff is 10 percent in the first year and five percent in the second. Compare these increases with your own. It should be noted that because of our relative success in this area over the years, our base rate, entry level wages are significantly higher for all classifications. An employee starting to work in the library today as a library technician 3, our lowest classification, would start at an annual salary of \$18,632 for a work week of 364 hours (33½ hours in the summer). A permanent part-time staff member would begin at the rate of \$9.88 per hour, rising to \$10.62 per hour for the summer months. A student working during the academic year would begin at no less than \$7.35 per hour, as of Sept. 1, 1987. While it may be true that the pot is somewhat limited, the allocation of the money in the pot is open to question. Our contracts, and the recent settlement reached between UTSA and the University (under threat of unionization) are proof positive that better wages and benefits for staff are possible without the University going belly up.

The formation of a union can also bring about increased job security. Cutbacks on the campus and the onslaught of technological change have resulted in staff reductions, including layoffs, throughout the University community. *It is a matter of record that Local 1230 has not lost even one job in the University of Toronto Library System as a result of layoffs.* Twice, in 1972 and in 1983, layoffs were announced but we were successful in preventing their implementation. As well, our contract provides protection against job loss due to

technological change. Article 34:02 of our full-time agreement states that "No regular employee shall be dismissed by the Employer because of mechanization or technological changes." Also, any employee with at least one year of service is protected against layoff due to the contracting out of work. Contrast this with the layoffs and terminations which employees in other areas of the University have suffered in recent years. The Media Centre comes to mind as one glaring example, where employees with over 10 years of service were let go in 1983.

As a union, employees can bargain effectively on matters such as these as well as job classifications, pay equity, health and safety, work rules and much more. Once an item is negotiated and written into a collective agreement, *the agreement cannot be changed without the approval of both the parties, union and management.* The statement that "negotiations must start from scratch" is patently false. *Negotiations have as a starting point your present terms and conditions of employment.* This is the law as written in the Ontario Labour Relations Act. Once you have a contract, then you can take such things as benefits and holidays for granted, up to and including one's very job. This is why CUPE 1230 members have included in their agreement a letter of intent which states that Presidential Holidays are guaranteed to all full-time employees.

As for the internal workings of our local, we pride ourselves on being as democratic as possible. All major decisions are subject to the approval of the members, who vote at regularly scheduled membership meetings, or at special meetings if the issue is urgent. Whether or not we change our contracts, go on strike or take other job-related action, or adjust our dues structure — on any such issue our members are guaranteed the right to decide on the matter. Each individual has a voice, and after the debate, *the majority rules in our local.* If you have an organization and wish it to be effective, the majority must rule. All bargaining unit employees in the library are union members. We feel it is only fair that

Notice

The opinions expressed in the letters published in the *Bulletin* regarding the organizing campaign currently being conducted by a trade union are those of the individual signatories and are not those of the *Bulletin* or of the University or its management unless specifically indicated. The *Labour Relations Act* of Ontario provides that every person is free to join a trade union of one's choice and to participate in its lawful activities.

those employees enjoying the benefits should at least be members and pay their dues. The amount of dues paid is up to the members to determine, once again with the majority deciding in a vote open to all. Currently one percent of income of all members goes to the union as dues, with which the union provides a variety of services. Try and find any organization of import which does not require membership and dues to enjoy the benefits. Unions aren't any different in this respect.

I hope that this letter will be of some use to all of you currently considering the question of unionization. CUPE 1230 members have benefited over the years from having a union. We would not have it otherwise and would encourage all of you to join us in being organized. Many of our interests and concerns are the same, and we feel that those interests would be better served if all University of Toronto staff were united in the pursuit of our goals.

Please call on us in the library if you wish to talk or ask questions about the union, and we would be more than happy to be of assistance.

Thomas J. Bribrisco
President
CUPE Local 1230
Robarts Library

Letter has had 'confusing effect'

A letter addressed to "All Managerial and Confidential Exclusions Among the Administrative Staff" was recently sent out by the Vice-President, Business Affairs. As UTSA has no means of reaching all of these staff members directly, we would appreciate it if my response (following) could be published in the *Bulletin*.

David Askew

We have now had an opportunity to assess the implications of your letter of June 22 "To All Managerial and Confidential Exclusions Among Administrative Staff". I am writing to advise you that your letter is having the effect of dissuading certain potential members of the bargaining unit from participating in the organizing drive and as such, is at least inappropriate and potentially constitutes a violation of the *Labour Relations Act*.

It appears that your letter was sent to many persons in the large gray area who are arguably employees within the meaning of the Act. By indicating to this group that the University administration will be taking the position that they should not be included

in any bargaining unit, your letter has left the impression that union activity on their part is either inappropriate or illegal.

Obviously, in some cases, it is difficult to know if a person would be included or excluded from the bargaining unit. However, your letter does not indicate on what basis you have taken the position that these employees ought to be excluded, or on what basis the Labour Relations Board would make the determination. As a result, it is having a confusing effect on persons in the gray area. This confusion is resulting in inaction which may prejudice the interests of UTSA and those in favour of the certification drive.

We, therefore, insist that the University administration cease from further communications which unfairly prejudice the organizing drive. Further, we wish to advise you that should such communications continue, we will be forced to seek redress from the Ontario Labour Relations Board.

David Askew
President
University of Toronto Staff Association

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Historic furnished sabbatical house for rent Sept/87-June/88 flexible. Beautifully renovated Victorian semi 1 block west of U of T near subway. Huge master bedroom with loft, skylight; original woodwork throughout; den; 1½ bathrooms; laundry; large fully equipped kitchen opens to garden, parking. \$1700 + utilities. 978-6130 (days) or 960-8527 (eves.).

Yonge/St. Clair Sunny, charming, furnished apartment to sublet. Very quiet building, 5 minutes to subway. Bedroom, study, livingroom, kitchen and bathroom. Available September 1, 1987. \$825 plus electricity, telephone. Call (416) 489-6853 evenings.

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Bayview-Broadway-Mt. Pleasant Area. 2-bedroom apartment, fully furnished, parking, garden, sundeck and all utilities included. Separate entrance. Non-smokers only. Occupancy: September 1, 1987. \$950 per month. Telephone: 483-1736.

January 1st for 4 to 5 months, beautiful furnished detached house and garden, Hillcrest Park area. 10 min. bus ride to campus. Separate living and dining rooms, kitchen, 3 bedrooms plus study/bathroom, 2 bathrooms, 6 appliances, alarm system, private driveway parking. \$1,500 per month plus utilities. References, phone 656-5043.

Mt. Pleasant — Davisville. Furnished house for rent. Major, minor appliances. 3 bedrooms, 2 baths, garage, deck, large garden, children welcome. NO PETS. \$1400/month plus utilities. 484-9876.

Brunswick-Sussex furnished upper 2 bedroom duplex in quiet, charming, Victorian house (1873). 4 minutes walk from U of T. Available August 15, lease, references required & given. \$1295 monthly inclusive. 964-7270. Prefer non-smoking single or couple.

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Well maintained house on Rushon Road — Bathurst — St. Clair area. 3 bedrooms, 2 appliances, parking, mins. to subway. Immediate possession. \$1,400.00/mo. Call 487-241 or 489-7155.

Yonge/York Mills. Spacious 3 bedroom — 2 storey house, large garden, sundeck, wood panelled living and dining room, walking distance to TTC, schools, French Immersion. \$2,500 + utilities. Available October 1, 1987. Phone 284-3266 or 221-8516.

Renovated, furnished, Victorian house available Sept. 1987 — Sept. 1988. Ten minutes downtown; shopping, streetcar ½ block. Two bedrooms, den, bedroom, living room, kitchen, family room, patio, yard, basement, \$1000 + heating monthly. Mrs. Cooper 461-3297.

Toronto, Bloor St. George near University, Queen's Park and subway, new all condominium, 740 sq. ft., 1 bedroom plus solarium, 4 appliances, air, south facing, concierge, courtyard and rooftop recreation club. Indoor parking included. Ret. rdg., \$1,450, now available. (416) 531-0553 eve or w/e, (416) 973-1280 day.

Riverdale — elegant, furnished 3 bedroom executive home; family room; ensuite bath; fireplace; 6 appliances; 2 car parking; walk to shops and subway; available Oct. 1st to 15th for 6 months; \$1600/month inclusive. Call Jim at 466-2111 or 465-7985.

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College & Spadina. Luxuriously renovated 3 bedroom, 3 storey Victorian house within walking distance of U of T. Designer kitchen, fireplace, deck, backyard, 2 bathrooms, arum, skylights. \$1625/mo. + utilities, Sept. 1. Contact Lynne at 924-2240, 535-5533.

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One bedroom apt. in High Park highrise. 5 min. to subway. Fully furnished plus indoor parking. Ideally suited for single person. For period from Sept. 1 to June 30. \$500.00/month + hydro. References. 762-5517.

Leslie & Sheppard. 3-Bedroom house. Finished basement with room: 4 appliances — fridge, stove/oven, washer, dryer; close to TTC, GO transil & shopping; big deck; back yard; car port; lots of storage. Sept. 1. \$1230+. Call Sam 951-7899/592-2080.

Elegantly furnished townhouse, near AGO, air-conditioned, designer furnished; 2 bedrooms, den, loft, study, 2 bathrooms, family room, fireplace. 2 car parking. Available Sept. 1987 to Aug. 1988. \$1,900/month + utilities. Prof. O. James, 978-3049, 973-1291 (home).

Accommodation Rentals Required

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Going on sabbatical? Mature couple both working on doctorates wishing to house-sit for coming academic year. Willing to do maintenance or renovations in exchange for reduced rent. References available. 534-7398.

Physician seeks furnished or unfurnished 3 bedroom house within 15 minutes of Women's College Hospital. From 1 September or earlier. Roger Thomas (919) 355-2485.

Accommodation Shared/Exchanges

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SINGLES GROUP High Society is a singles group whose purpose is to provide a social environment for college and university-educated men and women. Functions are held bi-monthly. For membership information call High Society — 783-8520. Buddhist Institute of Canada. Fall Lecture Series. (A) "Unlearning Prejudice & Coping with Uncertainty" (Buddhist philosophy); 5 lectures. R. Hayes, Sept. 14-Oct. 12. (B) "Approaches to the Study of Buddhist Art"; 5 lectures. O. Waterhouse, Sept. 15-Oct. 13. (C) "The Perfection of Wisdom — Prajna — Paramita"; 5 lectures. L. Priestley, Sept. 17-Oct. 15. \$45. 46 Gwynne Ave. (King & O'Ulfen), 533-6911.

Beginners Meditation Course. 6 sessions, begins Thursday, Sept. 3rd, 6:30-8:30 p.m. Cost \$120. Basics of posture, breathing & concentration. Pre-registration necessary. Zen Buddhist Temple, 46 Gwynne Avenue (King & O'Ulfen), 533-6911.

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